

An U.S. Army UH-60 Black Hawk helicopter mechanic completes 15 weeks of Advanced Individual Training with on-the-job instruction in theory and principles of engine operations; accessories and components; electrical and electronic; pneudraulic; and mechanical principles.



**One Soldier ★ One Record ★ One Army**

## The Army is Moving from an Industrial Age Personnel System to a 21st Century Talent Management System

The Integrated Personnel and Pay System - Army (IPPS-A) is a modern online Human Resources (HR) system that serves as the vehicle to facilitate talent management for the Army. IPPS-A will deliver visibility over the Total Force and maximize the potential of the Army's greatest asset, the Soldier, to enhance Army readiness. IPPS-A will, for the first time ever, provide automated talent management capabilities, allowing us to manage Total Force talent, and provide an audit capability required by law.



Talent Management enabled by IPPS-A will:

1. Enhance Total Force readiness – Active, Guard and Reserve
2. Differentiate talent to allow the Army to better manage our people
3. Provide enhanced decision-making capabilities to Commanders at all levels
4. Optimize the Total Force to win in a complex world

## A System that Delivers

When fully deployed, IPPS-A will allow the Total Army to look at Soldiers in a holistic manner to place them in the right job by taking into account their:

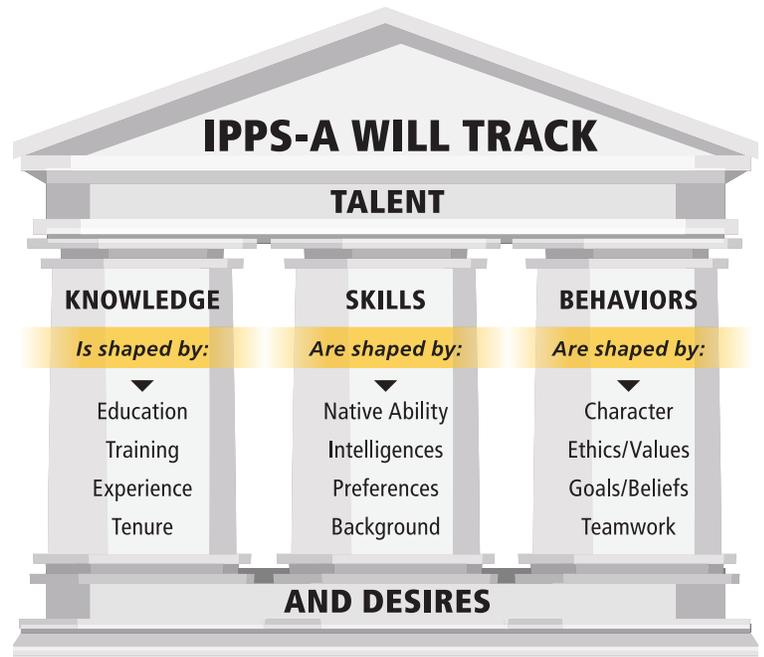
- Knowledge
- Skills
- Behaviors
- Desires



Learn more at: [www.ipps-a.army.mil](http://www.ipps-a.army.mil)

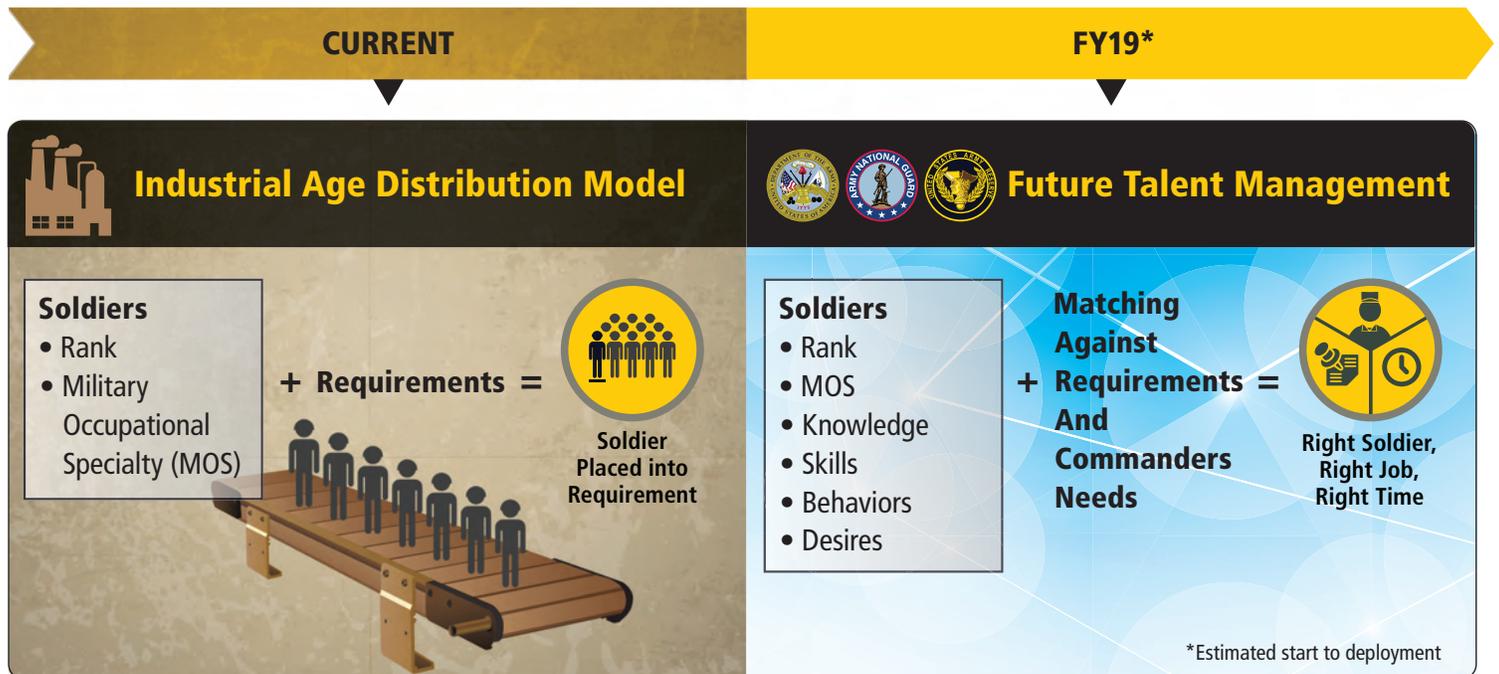
## Talent Management Strategy – Ensuring the Right Soldier-Job Match

Talent is the intersection of knowledge, skills and behaviors that represent more than the education, experiences and training provided by the Army. By better understanding the talent of the workforce, the Army can maximize Soldier talents to allow the placement of the right Soldier, in the right job, at the right time. The fullness of each Soldier’s life experience, and countless other factors, better suit them to some development or employment opportunities than others. IPPS-A will allow improved talent information flow and greater transparency between all Components of the Army and allow the Army to employ and retain its very best.



## IPPS-A and Talent Management Way Ahead

IPPS-A is working with all Components to ensure best practices will be incorporated into IPPS-A’s talent management capabilities. The Army is utilizing a series of Talent Management Working Groups to identify and organize potential Army requirements to best support talent management and optimizing readiness of the force in the future. The Army is also piloting Assignment Interactive Module 2.0 (AIM-2) as a bridge to IPPS-A. AIM-2 is an online information system designed to provide more visibility of active duty officer talents and better match those talents to Army requirements.



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